

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, July 11, 2023 | 6:00 PM



CHECK-IN

YPA OPEN FORUM 2023/07

TUESDAY, JULY 11 AT 6:00PM



<https://cglink.me/2dA/c213147372123514>

Attendance: 29 registered, 27 checked-in.

Chairs [5 min]

- Welcome and Introduction
 - The chairs gave a brief introduction into the purpose of the Open Forum, and how these meetings operate. The chair explained how the forum is a space for the committee chairs to present events they have successfully organized, to introduce events that are upcoming, and to discuss the evolving goals of each committee and how those goals align with the broader goals of the YPA. At the end of the forum there is time set aside for any attendee to raise questions or concerns that they have.
 - The chairs encouraged all attendees to sign in via the QR code, so that an accurate count of attendees will be recorded.
 - The chairs welcomed the new coordinators, as all new coordinator's terms began this month, and thanked them for volunteering their time.
- Survey Results and Discussion
 - The chairs introduced the Post Doc Survey, which was a collaboration between the YPA advocacy committee and the OPA (Office for Postdoctoral Affairs). The

goal of the survey is to thoroughly capture the details of the lives and primary concerns of Post-Docs and ARS's at Yale are, so that the YPA and OPA can better identify and advocate for the needs of Post-Docs at Yale. This is the first time this survey is being carried out, so it is important that as many people as possible respond, and to take the time to answer in detail.

- There have been over 300 survey responses thus far, and the YPA and OPA have a goal of 400 replies. Again, this will help identify issues that Post-Docs have that the YPA can address better.
- Executive Board Meeting: August 1st, 6 PM (Executive Board Members Only)
 - The chairs are currently planning a meeting for the Executive Board to go over training and roles for the committee coordinators, as well as the mission of each committee and the YPA. The Executive Board are the coordinators of the various committees. The meeting will be hybrid, but coordinators are encouraged to attend in person to facilitate networking. An email with further details, including location, will be sent out shortly.
 - The chairs announced that there will be a diversity, equity, and inclusion meeting forthcoming, details TBD.
- Bylaws Meeting: August 8th, 7 PM (Executive Board Members Only)
 - The chairs announced that there will be a meeting for the Executive Board members only after next month's Open Forum, the goal of which will be to work together to revise the YPA bylaws. This occurs yearly to keep the association on track and involves going over which points are working and which points need updating.
- Professional behavior reminder
 - The chairs reminded everyone that all coordinators are volunteers and donating their time, asked everyone to be courteous in their email communications with committee members, and be mindful of everyone's time.

Secretaries [2 min]

- Please update the [YPA committee members](#) list for your committees.
 - The secretarial team asked coordinators of each committee to update their roster on the linked google doc above. This facilitates easy communication between all committees.
- YPA Google Drive Organization:
 - The secretarial team will be organizing an update of the YPA google drive. The current plan is to archive all files and folders from previous years, and create one single folder for each committee, as well as a folder for YPA handbooks. Each committee can then (re)populate their folder with relevant subfolders and documents.
 - The secretarial team is open to other suggestions about the above plan, and encouraged attendees to reach out to the secretarial team if they have suggestions or concerns.
 - The coordinators are: alaz.ozcan@yale.edu and jessica.sherry@yale.edu
- Assisting the committees with tasks.
 - Room bookings or other possible tasks, if you have anything in mind, reach out to us!

- o The secretarial team has expanded, and we now have the personnel to be able to assist other committees with various tasks, including room booking, food ordering, and more. Please reach out to the secretarial team if you have anything in mind or have any suggestions.

Treasury [5 min]

- Go over purchasing practices.
 - o The treasurers walked through the new purchasing guidelines (found [here](#)). The treasurers must now make purchases on a credit card (pcard), and so they require more advance notice than they used to.
 - o The preferred method of submitting a purchase request is by using [this](#) YPA Connect submission form. The treasurers look at this form once a week, on Mondays, so committee members are encouraged to be sure that they submit this form at least a week in advance of when the purchase needs to be made.
 - o The treasurers will send an email shortly containing all the information about the new purchasing guidelines to the committee members.
- Introduce Rafael Lopes Paixao da Silva as a new treasurer candidate.
 - o There were no objections to Rafael as the new treasurer.
 - o Anna York will continue as a treasurer for a few more months, to assist in finalizing the changes to the YPA purchasing practices. There will be three treasurers for the next few months.
- New budgets.
 - o Treasurers announced that the YPA budget for the 2023-2024 fiscal year was approved by the OPA last week. There will be \$38,500 in total, divided among the different committees.
 - o Committees will be updated by email about their allocated budgets, so that event planning for the upcoming year can begin in earnest.
 - o The OPA requires significant lead-time in the budget approval process, so going forward the YPA will plan to submit their budgets for the upcoming fiscal years in the fall.
 - To get back in sync, the YPA is planning to submit the budget for the 24-25 fiscal year to the OPA in a few months.
 - Please be on the lookout for a forthcoming email from the treasurers asking for each committee's budget.
 - o Treasurers announced that they will assist committee coordinators in preparing the budgets for the 24-25 fiscal year in the upcoming Executive Board Meeting and will also walk through a training on using the new pcard for YPA purchases.

Community and Networking Committee [5 min]

Recent and Upcoming Events

- Thursday, June 15th - YPA Board Game Night (26 registered)
 - o This event is held monthly.

- Thursday, June 22nd - Art Gallery Tour (26 registered and waiting list)
 - This was the last tour led by Danielle, but the Networking committee has identified someone to take over this role in the future so there will be more Art Gallery Tours for Post-Docs in the future.
- Saturday, June 24th - YPA Happy Hour/Summer Picnic (50 registered)
- Thursday, July 6th - YPA Board Game Night (20 registered)
 - Coordinators announced that there will be a Post-Doc happy hour taking place next Thursday (July 20th, 6-11pm) and Trinity.

Events in progress for the next months

- August - Marsh Botanical Gardens Tour
 - This event will likely take place mid-August, please stay tuned for updates as the event details are finalized.
- August - Happy Hour
- August - YPA Tabletop Roleplaying Game Gathering
 - Matteo Rizzuto and Pranav Sanghavi will be organizing this. Stay tuned for more details.

Introduction of new committee members, Hongyu Li, Swapna Naik and Anne Hahn.

About our next Community and Networking Committee meeting here is the information:

- **Time** – 6-7pm
- **Date** – Tuesday, August 1st
 - This event will be rescheduled to accommodate the Executive Board meeting. Please stay tuned for more details as this event is rescheduled.
- **Location** – TBD
- **Contact emails** – gemma.vidal-pedrola@yale.edu and pranav.sanghavi@yale.edu
 - People are encouraged to register for all these events planned by the Community and Networking Committee on Yale Connect!

Professional Development Committee [5 min]

Past Events:

- Pint of Postdocs, **June 29th at 7:30 pm**, Gryphon's Pub with Dr. Hanno Erythropel and Dr. Christopher Cameron. 30 attendees.
 - People are encouraged to register to present, as well as attend when this series resumes in September.

Next Events:

- Career cafe with Pr. Benjamin Lev, working in physics at Stanford and as a consultant for government. **Zoom Talk, July 25th at 4 pm**
 - Pr. Benjamin Lev will explain how he balances work in academia and consulting and provide career advice. Please register to attend if interested!

- Next Pint of Postdocs is in **September**. Yale Connect form was created to get new speakers. Ideas for a website to customize mugs/pint for speakers?
 - This event is not yet on Yale connect, however the Professional Development Committee is recruiting speakers through a Yale Connect Form found [here](#).
 - The Professional Development Committee is requesting assistance in designing prizes for the speakers at Pint of Postdoc. Please reach out if you have suggestions, or experience designing mugs/pint glasses, etc.

Next committee meeting will be July 27th at 6 pm on Zoom.

Contacts: laura.santos@yale.edu and bianka.mecaj@yale.edu

Communications Committee [3 min]

Updates

- The Communications Committee is looking for new members!
 - ANY postdoc/ARS interested in joining the committee: Please contact the Communications Committee
 - The Communications Committee is particularly interesting in recruiting anyone interested in helping manage the YPA website, as well as designing the weekly newsletter for the YPA. Please reach out!
 - The Communications Committee duties also includes uploading the meeting minutes (taken by the secretarial team) on the YPA website every month.
 - Committee coordinators rishi.tripathi@yale.edu & vyot.antani@yale.edu.
- Postdoc Spotlight series
 - Has been launched! Check out the YPA Twitter & Instagram
 - The series includes videos of Post-Docs being interviewed about their lives. The video has been posted on the YPA twitter and YPA Instagram accounts. Please follow these accounts if you don't already!
 - Sign up information can be found in the Newsletter, Twitter, and Instagram.
 - There are spaces to register to be spotlighted in this series. If interested, please reach out to members of the Communications committee.

General

- Ads form
 - The bit.ly/YPAads form now has two options: one for Twitter/Newsletter, and another for Instagram/Facebook.
 - If you have any announcements that you would like communicated to the YPA, please fill out the form linked above.
 - If you want to advertise your event in the Newsletter/Twitter as well as Instagram/Facebook, you will have to **fill the form twice** – this is because the form asks for different information for each platform.
 - Timeline: Submit by Friday 5:00 pm to include something in the next week's newsletter.

- o Contact Rishi (rishi.tripathi@yale.edu) for special requests regarding the newsletter.
 - o Please reach out with special requests well in advance, as the Communications Committee does most of their work on various newsletters during the weekends.
 - o Message the Instagram account for special requests there.
- Website requests: fill out [this form](#) or Slack/email Jyot (jyot.antani@yale.edu)
- Slack Updates: **YPA Slack will be limited to last 90 days of messages, please back up any important information in YPA Slack elsewhere.**
 - o If you and your committees have any important messages, please save them on the YPA drive. The YPA slack from now on should only be used for communications, and not for storing any important information.

Symposium Committee [5 min]

- o Dhananjay Bhaskar, the new Symposium Committee co-coordinator, introduced himself.
- The committee co-coordinators are reviewing the feedback on the 6th Symposium.
 - o The goal is to use this feedback to make the symposium bigger and better each year. The committees will be sharing the take home messages from the survey shortly.
- Recruitment of new committee members
 - o Three new members are joining the committee.
 - o Coordinators encouraged more people to sign up to be part of the committee.
- Committee meetings will resume in early September to plan the 7th Symposium in Spring 2024!

Next meeting: Tuesday, September 5, at 5:30 PM ET [to accommodate Labor Day holiday]

Mentorship Committee [3 min]

- Welcome to new co-coordinator Swapna Naik - replacing Aman Kumar
- Modern Instructor application rounds closed last Friday.
 - o This instructional series' goal is the help Post-docs learn how to teach.
 - o There are four instructors who will present at this series in the fall.
- Peer mentorship is ongoing right now.
 - o This program runs along with the semester, so events will begin in earnest in September.

For any more information about the mentorship committee meeting, contact coordinators Marija Markicevic (marija.markicevic@yale.edu) and Swapna Naik (swapna.naik@yale.edu).

- o *The next meeting is not scheduled yet, but an email will go out shortly with the details once the event planning has been finalized.*

Advocacy Committee [7 min]

- o Committee coordinators thanked outgoing coordinators and members.
- Nomination for co-coordinator: Claire Laxton
 - o There were no objections.
- Welcome new members: Sabrina, Akbar, and Vahid
 - Coordinators called for people to join this committee.
- Reminder to complete the Postdoc Experience Survey
 - o Coordinators described the process of designing the survey. The YPA Chairs, the Advocacy Committee and the OPA worked together over the course of 5 months to construct this survey.
 - o There have been 300 responses so far. The YPA needs 400-450 to reach a 30% response rate.
 - o The answers will help the YPA advocate for Post-Docs and ARSs. Responding will help the YPA and OPA understand Post-Docs concerns regarding discrimination, harassment, grievance procedures, as well as family concerns. This will be a way to provide a better experience for all Post-Docs and ARSs.

Science Hill Survey Party

- Mon, Jul 24, 2023, Stop by any time between 12 PM – 2 PM, Yale Science Building Lobby
- Link to register: <https://cglink.me/2dA/r2131581>

Medical Campus Survey Party:

- Mon, Aug 7, 2023, Stop by and time between 4 PM – 6 PM, The Anlyan Center (TAC) Lobby
- Link to register: <https://cglink.me/2dA/r2131586>

- Recap:
 - Ombuds Statement published on YPA website
 - o To generate the successfully published Ombuds statement, the Advocacy Committee followed the YPA bylaws procedures- inputs from various committees were solicited, and the proposed statement went to YPA members form approval. There were 130 votes to support the statement.
 - o This statement asks Yale to implement an Ombuds office for Yale Post-Docs and ARSs. The Ombudsperson will provide impartial grievance support for Yale Post-Docs. Yale is currently the only Ivy League institution that does not have an ombuds office for Post-Docs.
 - How to Find a Therapist session
 - o Coordinators encouraged those who attended the sessions to fill out the feedback form.
 - o This feedback will be posted on the YPA website.
 - Find resources online on YPA advocacy committee webpage

- Please share feedback to help us meet postdocs' needs
- Coming up:
 - Mindfulness and Emotion Regulation for Stress Management (Thursday, August 10th at 4 pm via Zoom)
 - Navigating difficult situations (i.e., mentorship challenges, self-advocacy, and self-promotion, etc.) with Alark Joshi from UCSF (Date TBD in August)
 - Alark Johi was a Post-Doc at Yale from 2008-2010. The information for this event can be found on Yale Connect, and will be advertised in the newsletter.
 - Post-doc charity event (Date TBD)
 - Will Likely be later in the fall.
- Being well at Yale events:
 - Mental Health First Aid Certification - August 9th and August 10th (9 am to 12:15 pm). Register here - <https://beingwell.yale.edu/event/mental-health-first-aid-certification>
 - Strategies for Healthy Boundaries - August 16th at 12:15 pm. Register here - <https://beingwell.yale.edu/event/strategies-healthy-boundaries>
 - There will be a committee meeting this Thursday 4pm zoom, for more details please email Ishita (ishita.arora@yale.edu).

Racial Justice Subcommittee [4 min]

- Nomination for co-coordinator: Azmi Ahmad
 - There were no objections.
 - Coordinators announced they are looking for new members.
 - The Racial Justice Subcommittee organized a Bystander Intervention Training, which was a great success. Please reach out to the coordinators for more resources from the meeting (azmi.ahmad@yale.edu).
- Academic Bullying 101 - August 7th at 3 pm via Zoom
 - This event is designed not just for Post-Docs, all faculty, students, staff, and trainees are encouraged to come to this event.
 - This event will be a workshop that features a presentation by the co-founder of the Academic Party Movement.
 - More Information Here: tinyurl.com/RJS-APM
- Please fill out the **anonymous survey on academic bullying**.
 - This survey was designed by the Academic Party Movement.
- We are looking for new members. Join RJS!
 - The goal of RJS to advocate for equity and protection for post-docs. If this is something that concerns you, please join!

Associate Provost for Postdoctoral Affairs, Erin Heckler [5 min]

- Finances:
 - FY24 budget approval

- o The fiscal year for the YPA and the OPA starts July 1st and runs through June 30th (in line with semesters).
- o The budget for FY 23-24 has recently been approved.
- FY25 Process (FY = fiscal year July 1 – June 30)
 - o The OPA goal is to try to align the YPA budget and the Post-Grad Association budget with the office budget, so this will move the approval process to the fall (as the treasurers discussed earlier)
 - o Erin urged the YPA to work on budgets for the 24-25 fiscal year ASAP.
- In progress: best practices and process for purchasing and event planning
 - o As the YPA grows and organizes more events, it becomes more challenging to manage all the purchases. The goal of these updated practices is to streamline things for both treasurers and coordinators.
- Update on number of survey responses
 - Erin reiterated that the Post-Doc survey is ongoing and that there are currently 300 responses. The goal is to reach 400-450 responses.
 - This survey will help guide admins in making new policies to improve the quality of life of Post-Docs and ARSs at Yale.
- July 1 reminders for postdocs: [PDF subsidy forms](#) and [compensation](#)
 - If you are switching to a fellowship this summer, please fill out the above forms.
 - Additionally, be sure to check your pay stubs for July to make sure that your compensation has been updated appropriately. If not, please reach out to your business office.
- Planning for NPAW Sept 18-22
 - NAPW = National Post Doc Appreciation Week.
 - The OPA is beginning to plan for fun events.
- Upcoming Events:
 - PGA Mentoring and Professional Support for Postgrads - Mentorship Speed Mixer July 13, 5:30-8:30 Med campus <https://cglink.me/2dA/r2127050>
 - New Postdoc Orientation July 20 <https://cglink.me/2dA/r2130432>
 - Survey party Yale Science Building Lobby July 24, 12-2pm <https://cglink.me/2dA/r2131575>
 - Survey party med campus TAC lobby Aug 7, 4-6pm <https://cglink.me/2dA/r2131586>

Open Forum - Questions/Comments [15 min]

Chairs thank the secretaries for organizing the agenda for the meeting, and ordering the pizza. Chairs welcome all new members to the various committees, and to the YPA.

Question: How might the YPA increase attendance from non-committee members? The Open Forum events seem to be lacking general attendees that are not part of committees, and this is counter to one of the major goals of the Open Forum, which is for all Post-Docs to have the opportunity to raise issues and suggest ways that the YPA can help the community.

Related Question: How might we keep track of who is attending events, so that we can identify the distribution of committee members and non-committee member attending various YPA organized events?

Suggestions to address this issue include:

- o Rotating campuses to make it easier for people to attend at least a few events near their place of work. The YPA recently switched to doing this and will be sure to maintain this when planning the Open Forum Schedule for the 2023-2024 academic year.
- o Committee members can reach out to their co-workers, increase physical visibility of the Open Forum by hanging flyers in departments and breakrooms. Deep canvassing to make the YPA more visible.
- o Committee members can attempt to bring a friend to the Open Forum meetings.
- o Mining departmental list-servs, as well as the symposium committee's compiled list of emails
 - o Counterpoint was raised that Post-Docs receive a lot of emails, and it's clear that not everyone reads or responds to them. Perhaps a way of reaching out to new attendees that doesn't involve emails would be more effective.
- o Erin Heckler from the OPA suggested surveying current coordinators about why they joined their committees, to help target ways to encourage new members.